

9 May 1958

BRIEF FOR: CIA CAREER COUNCIL

SUBJECT: Retirement System

1. The Council is asked to determine which plan - or combination of plans - for early retirement should be intensively developed so that presentation may be made in early autumn to the White House, Bureau of the Budget, Civil Service Commission, and, eventually in the form of specific legislation, to the Congress. "Intensively developed" as used here means gathering urgently needed data not available, statistical analysis of manpower and assignment forecasts, estimation of cost, actuarial review, full justification of need and detailed plans for administration of the program.

2. The basic question to be answered by the Council, before a plan can be intensively developed, is whether

a) To preselect the individuals to whom the special retirement benefits will apply (i.e., establishment of an "overseas corps" similar to, but not identical with, the Foreign Service);

or whether,

b) To apply special retirement benefits to those individuals who have fulfilled certain overseas duty requirements.

3. Each system has inherent advantages and disadvantages - the details of which will be orally presented at the meeting of the Council.

4. Tab 9 A is a rough approximation of the kind of legislation that would be necessary to amend the Central Intelligence Agency Act of 1949 in order to establish an overseas corps (2 a above). Tab 9 B is the proposal of Mr. Harris Ellsworth, Chairman of the Civil Service Commission, (at a time when he was acting as Personnel Advisor to the President), encouraging a CIA proposal to implement the other alternative (2 b above).

~~S-E-C-R-E-T~~

AN ACT

to amend the Central Intelligence Act of 1949

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

1(a) In accordance with regulations prescribed by him, the Director of Central Intelligence (hereinafter referred to as the Director) shall establish an Overseas Career Corps within CIA and may appoint persons to the Corps. Such persons shall be appointed, promoted, and retained on the basis of merit and fitness and may be separated only in accordance with law. To the extent deemed appropriate by the Director, any provisions of law not inconsistent herewith which are applicable to Foreign Service Officers or to Foreign Service Staff Officers and Employees may be applicable to members of the Overseas Career Corps of CIA. The Director shall establish such examining, selection, promotion or retirement boards or panels as may be necessary for use in the appointment, promotion, and separation of members of the Corps.

(b) Nothing herein shall be construed as affecting section 102(c) of the National Security Act of 1947, as amended, with regard to the Director's authority to terminate any officer or employee when necessary or advisable in the interests of the United States.

(c) The Director shall also provide for the periodic appraisal of such officers and, in accordance with regulations prescribed by him, may separate those who consistently rank below the standards established by him for members of the Corps.

(d) The Director may establish an independent retirement and disability system for the benefit of members of the Corps based on the provisions of the Foreign Service Act of 1946, as heretofore or hereafter amended.